Annual Report

2020: A Year of Great Challenges and Triumphs
Like the rest of the world, CABVI was dramatically impacted by the COVID-19 pandemic. Nevertheless, 2020 was also a year of many accomplishments for the agency. CABVI began 2020 on a high note with the completion of our new, dedicated space for our children’s services. Programming space includes music therapy rooms, a vision rehabilitation teaching kitchen and a multipurpose space for pre-employment transition services.

With the pandemic, our Vision Services team pivoted to working from home and began assisting clients remotely with information services, low vision services, vision rehabilitation therapy, individual counseling, orientation and mobility, access technology, early childhood and youth services and music therapy. We began providing in-person services as of July with safe distancing practices in place. During the pandemic, there has also been an increased need for counseling, assistance in helping individuals to figure out how to access the unemployment system, and specific support to help people maintain their personal safety.

Our Social Enterprise teams were also impacted by the pandemic. CABVI employees performing contract management work at Quantico, VA, and Dayton, OH, were required to work from home. Our Base Supply Center store at Wright-Patterson Air Force Base experienced a dramatic reduction in walk-in customers and shifted its business model more toward e-commerce. VIE Ability, CABVI’s office supply social enterprise, began selling hand sanitizer and anti-septic towels, helping to drive it to a record year in sales. And our Industries Program (IP) had to rearrange its manufacturing plant layout for employees to comply with social distancing protocols. The IP added to its product line and turned in a strong sales year by selling acrylic protective barriers.

Each November for the past three years, CABVI has hosted its Dining in the Dark fundraising event. As a result of some very creative thinking, the fourth annual Dining in the Dark went virtual and was a huge success. CABVI also adopted a winning virtual format for its 21st Annual Yes You Can Walk/Run 5K. A big “thank you” to all of you who generously supported these events that directly benefit CABVI’s services.

While 2020 was a year of many challenges – and a year we won’t soon forget – it was a year of many successes due in no small part to generous support from individual donors, volunteers, foundations, customers and community partners like the United Way.

Thank you and stay well!

Dennis W. Dern
BY PROGRAM:
*A majority of our clients receive multiple services

Access Technology Services: 589
Early Childhood & Youth Services: 354
Low Vision Services: 878
Music Services: 80
Orientation & Mobility: 242
Social Services: 2,137
Vision Rehabilitation Therapy Service: 275

INDIVIDUALS ASSISTED BY OUR VISION SERVICES

4,529

BY PROGRAM:
*A majority of our clients receive multiple services

Access Technology Services: 589
Early Childhood & Youth Services: 354
Low Vision Services: 878
Music Services: 80
Orientation & Mobility: 242
Social Services: 2,137
Vision Rehabilitation Therapy Service: 275

INDIVIDUALS ASSISTED BY OUR INFORMATION SERVICES

12,808 listeners were served by our Radio Reading Services
248 listeners were provided information via our Personalized Talking Print Service
194 individuals participated in our Talking Book Program
75 clients received personal reading and transportation support from our One-on-One volunteers

SOCIAL ENTERPRISES

69 individuals who are blind or visually impaired employed

98,570 total employment hours for individuals who are blind or visually impaired

COVID-19-RELATED PRODUCTS SOLD BY VIE ABILITY

125,000+

ACRYLIC SNEEZE GUARDS SOLD BY INDUSTRIES PROGRAM

41,000+
Kairo Margera was born at 37 weeks and has cortical visual impairment, which means that his brain has trouble processing what he sees. Since he also has cerebral palsy and some hearing loss, Kairo receives several types of therapy.

CABVI’s early intervention therapists provided support by helping Kairo’s parents, Regan and Juan, understand his vision loss. This helped them coordinate with his other early intervention therapists in the community.

When Kairo comes into our agency for services, he spends time in our sensory room which encourages him to reach out and grasp various objects. This action is important since he has tight little muscles. Kairo’s parents also learned the importance of being silent when Kairo is being asked to do a task so that he can focus his attention on processing his visual information.

Kairo and his three-year-old brother, Kordell, love playing together, especially with Kairo’s switch toys, which use light and sound to motivate him. Kairo also loves playing with an iPad that appeals to his vision as he practices reaching out to tap an object to make a sound. CABVI’s early intervention therapists have shown Regan and Juan the importance of using red, gold, and shiny toys to catch his visual attention when Kairo has tummy time. This causes him to want to lift his head and build muscle strength.

“CABVI has provided vital resources for equipment as well as information and encouragement to help with Kario’s overall well-being and development. We are so grateful for this help.” – Regan

2020 HIGHLIGHT

Through a private music therapy Facebook group, CABVI held a month-long Arts Therapy Program around nature, mindfulness, connection, and trust. With help from an independent art therapist at Art Equals, we offered two solo art projects and one community project. Families shared photos, videos and interacted with one another online.
Shirley Finds Hope

When Shirley DeBellevue’s vision diminished, she began wondering how she was going to survive. Then her eye doctor referred her to CABVI. She said, “It was like a total miracle for me. Someone opened the door, like sunshine on a dark day.”

Shirley received talking books through our information services so that she could listen with headphones instead of struggling to watch TV. She found new hope with prescribed vision aids from CABVI’s low vision service. She was also provided with a portable task light that helps her see the food on her plate when she eats at a restaurant, which is something she has struggled with until now.

During the pandemic, Shirley received instruction to learn daily living skills over the telephone. CABVI’s vision rehabilitation therapists provided instruction for adaptive cooking and sewing methods on her back patio once the weather got warmer and then in her garage as it got cooler again. She also received a large print checkbook and register so she can independently maintain her finances.

CABVI’s orientation and mobility specialists taught her to use a white cane to help her travel safely. She was also shown sighted guide techniques, so now she can walk safely and efficiently with her friends, by holding their elbow. Shirley also received access technology services, which provided her instruction in using an iPad with large print and an iPhone. Now, she can text and Facetime with her grandkids who live out of state.

“I used to be so enthusiastic and always moving around but vision loss had caused me to be very withdrawn. I’ve really come a long way with learning new things. CABVI helped me regain my confidence!” - Shirley

2020 HIGHLIGHT

CABVI’s Orientation and Mobility instructors began hosting a monthly O&M phone group, where they discuss various topics including traveling differently after additional vision loss, facial expressions and body language, technology and smartphones (including GPS apps), and locating transportation.
CABVI recognizes David Justice as the 2021 Bradley L. Kaylor Blind Employee of the Year. Dave began working in CABVI’s Industries Program in 2017 and he arrives each day with an optimistic attitude and a kind disposition. As an Assistant Tape Machine Operator, Dave operates a machine that cuts tape from two thousand pound jumbo rolls down to standard individual size rolls of tape. His quality of work, productivity, and attitude are exemplary. According to one of Dave’s supervisors, “Dave played a fundamental role in keeping CABVI’s social enterprise doors open during the pandemic and making sure we supplied our government with the essential items they required. He is always professional, positive, and willing to adapt. When we asked Dave to switch shifts in order to improve social distancing, he agreed. When we asked him to switch back, he agreed. Anytime Dave was asked to do something, it was always an easy yes from him. He is great about making suggestions to make the work area safer, more accessible, and more efficient.”

CABVI’s association with the National Industries for the Blind (NIB) provides employment opportunities in our Industries Program, our Base Supply Center and our Contract Management Support Services. Dave will serve as CABVI’s nominee for the National Industries for the Blind Peter J. Salmon Award.

A Role Model of Adaptability

The Mark Foersterling Staff Member of the Year Award recognizes Larry Klug. This award is named in memory of Mark Foersterling, who was instrumental in launching and developing CABVI’s Access Technology Service (ATS).

Larry is a certified Access Technology Specialist who has been serving people in Cincinnati for 18 years. Since 2014, he has served hundreds of people at CABVI including all age groups, vocations, and eye conditions. Since Larry has a visual impairment of his own, he stands as a role model of perseverance and adaptability.

"I truly empathize with people who are facing the challenges of vision loss.
- Larry

Because of the pandemic, Larry has been working with people in creative ways to help clients be able to work or attend school from home. This included using remote instruction applications as well as meeting at a safe distance on porches or in garages. At times, he was also dropping off equipment and providing instruction for set-up and installation to people in their homes.

On his own initiative, Larry has developed almost ten new virtual tutorials for clients to access instructional data. Larry also connects clients to community resources to help them gain access to much-needed technology. He is an excellent ambassador for the agency.

Helping Keep the Doors Open

CABVI recognizes David Justice as the 2021 Bradley L. Kaylor Blind Employee of the Year. Dave began working in CABVI’s Industries Program in 2017 and he arrives each day with an optimistic attitude and a kind disposition.

As an Assistant Tape Machine Operator, Dave operates a machine that cuts tape from two thousand pound jumbo rolls down to standard individual size rolls of tape. His quality of work, productivity, and attitude are exemplary.

According to one of Dave’s supervisors, “Dave played a fundamental role in keeping CABVI’s social enterprise doors open during the pandemic and making sure we supplied our government with the essential items they required. He is always professional, positive, and willing to adapt. When we asked Dave to switch shifts in order to improve social distancing, he agreed. When we asked him to switch back, he agreed. Anytime Dave was asked to do something, it was always an easy yes from him. He is great about making suggestions to make the work area safer, more accessible, and more efficient.”

CABVI’s association with the National Industries for the Blind (NIB) provides employment opportunities in our Industries Program, our Base Supply Center and our Contract Management Support Services. Dave will serve as CABVI’s nominee for the National Industries for the Blind Peter J. Salmon Award.
In 2020, 615 amazing volunteers donated 27,077 hours of their time, equaling the work of more than 16 full-time employees.

Thank you!

Volunteer Spotlight
Sanserrae Frazier finds a way to fill her cup

“I feel the value of using my own time to connect with this appreciative audience that I have never even met. It gives me a sense of purpose with making an impact that is bigger than myself. I am truly blessed when helping others.”
- Sanserrae Frazier

Sanserrae is the Manager of Diversity, Equity and Inclusion at First Financial Bank. She has been involved with CABVI’s Dining in the Dark as a sponsor of the event for the last several years. She’s also had family and friends who have benefitted from CABVI’s services. One thing she was certain of was that she wanted to give back in some way.

Through the event sponsorship, she learned about broadcast volunteering and began her volunteer journey with CABVI. Today, she reads the New York Times once a week for Radio Reading Services (RRS). Her section is a blend between U.S. and World News. She enjoys the ease of it and says she’s learned so much, in addition to interacting with CABVI’s friendly, welcoming staff.

Transitioning in the midst of a pandemic
Prior to COVID-19, volunteers visited the studios once a week and read in groups of two or three. When it was determined that having groups of people was not a safe option, many readers began to record from home. The RRS Broadcast Manager trained 150 volunteers to read from home. Some volunteers have slowly returned to the agency, with many still recording from home.

CABVI has worked creatively with our one on one volunteers to provide services while continuing to social distance. Volunteers have read mail to clients over the phone and through video apps. We will continue to innovate to meet the needs of our clients.

2020 HIGHLIGHT

5 new podcast channels were created by CABVI’s information services team providing listeners with access to the printed word in a brand new way!
First ever virtual 5K

Thank you so much to everyone who participated and fundraised for CABVI’s first ever Virtual Yes You Can 5K Walk/Run. We couldn’t have done it without you! While we all wish we could have been together this year, it was great to see people from across the country exercising for a good cause. Through the generosity of our sponsors and attendees, we raised $37,000 to support CABVI’s mission of empowering individuals who are blind or visually impaired with opportunities to seek independence.

Thank you to our 5K Sponsors

Diamond Sponsor: OXO
Platinum Sponsors: Clarkson Eyecare; Horan; iHerb; Zeta Sigma Chapter of the Delta Gamma Fraternity at NKU
Gold Sponsors: Barnes Dennig; Berry Plastics; Imbus Roofing; Shurtape Technologies; UPS
Bronze Sponsors: Brandience; Cincinnati Alumnae Chapter of the Delta Gamma Fraternity; Cincinnati Eye Institute; Kemba Credit Union; Messer Construction; Miami Valley Paper Tube Co.; Mint Yoga Studio; Taft Law; Vanda Pharmaceuticals Inc.; Vorsey, Sater, Seymour and Pease LLP; Western & Southern Financial Group
Social Media Contest Sponsor: JackRabbit

CABVI’s 2021 virtual 5K will be held on June 12-13. Please visit our website at www.cincyblind.org/5k for more information about how you can participate and fundraise.

2020 Dining in the Dark

CABVI’s Dining in the Dark: A Virtual Experience on November 14 was a huge success! We honored this year’s Barney H. Kroger Humanitarian Award winner, A. Richard (Dick) Thomas. Hosted by Q102’s Natalie Jones, the night was filled with fun. We held two raffles, one for bourbon collectors and one for wine lovers, along with a huge online auction with over 100 items. Celebrity mixologist, Molly Wellman, prepared a special event cocktail and local comedian Josh Sneed provided laughs with a short stand-up routine. Local rock band, Motherfolk closed out the evening with a soulful acoustic set.

Thank you to our Dining in the Dark Sponsors

Exclusive Presenting Sponsor: LumAware Safety
Platinum Sponsors: Encore Technologies; Essendant; Millennium Business Systems; Olberding Brand Family
Gold Sponsors: ABH Manufacturing Inc.; Brandience; CVP Physicians; Deaconess Associations Foundation; Fifth Third Bank; First Financial Bank; GE Aviation; iHerb; Marsh & McLennan Agency; Messer Construction; MidWest Eye Center; P&G; Paycom; PNG; Shurtape Technologies; Vorays, Sater, Seymour and Pease LLP
Technology Sponsor: Prestige AV & Creative Services
House Host Sponsor: Karrikin Spirits Company
Media Partners: Steve & Kim Wanamaker
Printing donated by: Krieg Offset Trade Printer

CABVI’s 2021 Dining in the Dark will be held on November 20 at Hard Rock Casino Event Center from 6-10 pm. For information about sponsorship opportunities, please contact Aaron Bley, VP of Community Relations /CDO at 513-487-4233.

2020 Highlights

9.1 MILLION people reached through advertising
18% increase in Annual Fund
TRIPLED Giving Tuesday donations

Stay tuned for more information to come about our 2021 Braille Ale fundraiser.

Braille Ale

CABVI partnered with West Side Brewing to introduce the one of a kind, limited edition Braille Ale. This partnership was formed out of a desire to make the world more accessible to those with vision loss in our community. Braille Ale is one of the first beer cans with braille on the label. Our hope is that by introducing braille on a beer can, more local and national companies will innovate and create accessible products for all. We want to thank everyone who came to West Side Brewing on August 27 to try this specially brewed Raspberry Gose. A portion of each purchase provided support for CABVI’s services to help people of all ages adapt to vision loss.
FINANCIAL HIGHLIGHTS

ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Investments</td>
<td>$20,536,928</td>
<td>$23,653,411</td>
</tr>
<tr>
<td>Accounts Receivable, net</td>
<td>2,315,044</td>
<td>3,273,800</td>
</tr>
<tr>
<td>Pledges Receivable, net</td>
<td>651,152</td>
<td>624,189</td>
</tr>
<tr>
<td>Inventory, net</td>
<td>2,858,175</td>
<td>2,946,409</td>
</tr>
<tr>
<td>Fixed Assets, net</td>
<td>8,025,417</td>
<td>8,315,438</td>
</tr>
<tr>
<td>Beneficial Interest in Perpetual Trusts</td>
<td>1,803,675</td>
<td>2,706,056</td>
</tr>
<tr>
<td>Investments Restricted for Endowment</td>
<td>2,527,352</td>
<td>2,668,463</td>
</tr>
<tr>
<td>Other Assets</td>
<td>78,264</td>
<td>141,049</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$38,796,007</strong></td>
<td><strong>$44,328,815</strong></td>
</tr>
</tbody>
</table>

LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td>$1,950,286</td>
<td>$3,821,495</td>
</tr>
<tr>
<td>Net Assets ($5,731,297 with donor restrictions 2020)</td>
<td>$36,845,721</td>
<td>$40,507,320</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$38,796,007</strong></td>
<td><strong>$44,328,815</strong></td>
</tr>
</tbody>
</table>
CABVI’s social enterprises help provide employment opportunities for people who are blind or visually impaired in our community. Throughout the pandemic, CABVI’s Hornbeck Social Enterprise Center was designated as an essential supplier of products to both the State of Ohio and the Federal Government.

**Industries Program**

At the beginning of the COVID-19 pandemic, CABVI’s Industries Program had to reconfigure all work areas for safe distancing protocol. Throughout the year, we continued production of all tape products and exam paper for the Department of Veterans Affairs as well as paper for the State of Ohio unemployment office in Columbus.

CABVI has been providing employment since 1911 and we continue looking for ways to provide more jobs to reduce the national 65% unemployment rate for people with severe vision loss (as reported by the American Foundation for the Blind).

One of CABVI’s longest running product lines is our kitchen gadgets, which we have been assembling for over 30 years. Our other products include batteries, locks, photoluminescent signage, paper, and tape, all of which we produce and assemble for the government and commercial markets.

In partnership with LumAware, CABVI also began producing ClearGuard shields to help create safe conditions in retail settings, restaurants, and schools.

**Location: Cincinnati**

CABVI’s social enterprises are located in Cincinnati, Ohio, where we have been providing employment opportunities for people who are blind or visually impaired since 1911.

**Custom Signage**

As a part of our Industries Program, CABVI began creating COVID-19 safety signage for the government and commercial markets. Our customers were able to purchase signs for social distancing, mask wearing and other important pandemic safety messaging. Our full-service signage center includes ADA compliant braille and tactile signage as well as customized signage in a wide variety of options. Using the latest design, printing, and cutting technology, our lasers are completely accessible for our employees who are blind or visually impaired.

**Contract Management Support**

CABVI provides employment for people with vision loss in Contract Management Support at Wright-Patterson Air Force Base and at the Marine Headquarters in Quantico, VA. All our CMS employees have adapted to working remotely from home to close out federal government contracts.

**Base Supply Center**

Our Base Supply Center (BSC), Office Runway, at Wright-Patterson Air Force Base also provides employment opportunities for people with vision loss. In addition to office supplies, our BSC staff have worked diligently to provide much-needed PPE and disinfectant products to their customers.

**Employment with a Purpose**

*Figures are based on unaudited information.*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Sales (in USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industries Program</td>
<td>$16,034,776</td>
</tr>
<tr>
<td>Base Supply Center</td>
<td>$5,298,333</td>
</tr>
<tr>
<td>Total sales</td>
<td>$1,270,646</td>
</tr>
</tbody>
</table>

**Office Supply Sales Growth**

102%

**Delivering Supplies + Social Impact**

VIE Ability continues to provide crucial jobs for people who have vision loss. This year, VIE Ability sales more than doubled because of the demand for COVID-19 related products. We worked to ensure that our customers received cleaning products, disinfectant, face shields and other PPE supplies needed for their business and personal needs. With 60,000+ items available, VIE Ability customers receive competitive prices and free next day delivery. Shop today at www.VIE-Ability.org.
Thank you to our generous donors for your support. Our work would not be possible without you!
The future looks bright thanks to you!

Because of your generous support, we can continue serving people of all ages with vision loss to help them adapt and increase their independence. TOGETHER, we can build brighter futures for people with vision loss.

### Organizations

- **$500,000+**
  - Oki Regional Council of Governments
  - The William H. Albers Foundation
  - The Greater Cincinnati Foundation
  - Louis and Louise Nippert Charitable Foundation
  - The Thomas J. Emery Memorial

- **$25,000+**
  - The Louise Taft Semple Foundation
  - Mary Hromish
  - The Wohlgemuth Herschede Charitable Foundation
  - The H.B., E.W. and F.R. Luther Charitable Foundation
  - The Erma A. Bantz Foundation
  - The Thomas J. Emery Memorial

- **$10,000+**
  - OKI Regional Council of Governments
  - The Cincinnati Foundation
  - Cincinnati Eye Institute Foundation Inc.
  - PNC Foundation
  - Cincinnati Alumnae Chapter of the Delta Gamma Foundation, Inc.
  - Cincinnati Children's Pediatric Dentistry Foundation

- **$5,000+**
  - The Cincinnati Foundation
  - Cincinnati Eye Institute Foundation Inc.
  - Oki Regional Council of Governments
  - Cincinnati Kiwanis Club Foundation

- **$1,000+**
  - The Cincinnati Foundation
  - Cincinnati Eye Institute Foundation Inc.
  - Oki Regional Council of Governments
  - Cincinnati Alumnae Chapter of the Delta Gamma Foundation, Inc.
  - Cincinnati Children's Pediatric Dentistry Foundation

### Individuals

- **Anonymous**
  - Joseph Ahern
  - Dr. and Mrs. Hisham H. Arar
  - Susan and Lawrence Bernhard
  - Malcolm and Glenda Bernstein
  - Aaron and Donna Bley
  - John D. Borches
  - Susan and Doug Brengle
  - Patti Weller Bresler
  - Roger G. Caldwell
  - Robin and Mark Chadwick
  - Parishant Dhand
  - Steven C. Dressell
  - John DuBois
  - Dan Dutro
  - Barry R. Feist
  - Drs. Paul A. and Martha R. Feller
  - Gail F. Forbes
  - Franta Family Fund
  - Dr. and Mrs. Leonardo Geraci
  - Garry Groh
  - Mark W. Hennessey
  - Jennifer M. Holladay
  - Laura Hoppa
  - Eileen Huber
  - John K. Jankowski
  - The Janzaruk Family
  - Heidi Jark and Steven Kenat
  - Ms. Deborah Kendrick
  - William and Sharyn Kilduff
  - Patricia D. Laub
  - Mr. and Mrs. Paul E. Leitzinger
  - Michael Lichtstein, Ph.D.
  - Drs. Tonya and Luke Lindsell
  - Vicki and Michael Lorenz
  - Sean Mattingly
  - Marc McCollough
  - Margarette K. Mecker
  - Ms. Virginia Misheff
  - Mr. and Mrs. R. Neyer
  - Robert and Barbara Osher Family Foundation of the Greater Cincinnati Foundation
  - David Perry
  - Michelle Pittman
  - Robert Pothoff and Sanjia Niyay
  - Vivek Ramaswamy
  - Frederick Ruedt
  - Shelli Seiter
  - Sandy and Hal Shevers
  - Beth Silverman
  - Amanda C. Smith
  - Tim Smith and Paula Toti
  - Ms. Marie Vanasse
  - Nancy and Thomas VanBrunt
  - Mr. Robert C. Vandewalle
  - Lisa Wind
  - Robert and Sarah Woodward
  - Bob and Kit Wylly
  - David and Margaret Yelton

### Organizations

- **$1,000+**
  - Architectural Door Systems, LLC
  - Barnes Dennig & Company, Ltd.
  - Berry Global
  - Building Healthy Lives Foundation
  - Capital Partners
  - The Cincinnati Eye Institute Foundation
  - Cincinnati Kiwanis Club Foundation, Inc.
  - Duke Energy Foundation Matching Gifts Program
  - GE Foundation
  - The Human Foundation
  - Imbus Roofing Co., Inc.
  - The Kroger Company
  - Pearson Education
  - Synchrony Financial
  - Taft, Sistiani & Hollister LLP
  - The Orpha Ann Gatch Foundation
  - UPS Foundation, Inc.
  - Western & Southern Financial Fund

- **$500+**
  - AHEPA Philanthropic Charitable Fund
  - AmazonSmile Foundation
  - AHEPA Philanthropic Charitable Fund
  - Cincinnati-Kenwood Lions Clubs
  - Fort Thomas Lions Club
  - Fray Gaede & Company
  - Herbert and Gertrude Halverstadt Foundation
  - The Homan Foundation
  - GE Foundation
  - Duke Energy Foundation Matching Fund
  - Cincinnati Children's Pediatric Dentistry Foundation

### Individuals

- **Anonymous**
  - John and Catherine Burns
  - Mr. and Mrs. Robert G. Buch
  - Dave and Colleen Bush
  - Page Busken
  - Allam and Vicki Calonge & Family
  - Terry Cardone

### Organizations

- **$100,000+**
  - Ethington Trust Fund
  - OKI Regional Council of Governments
  - The Greater Cincinnati Foundation
  - Louis and Louise Nippert Charitable Foundation
  - The Thomas J. Emery Memorial

- **$25,000+**
  - Anonymous

- **$1,000+**
  - Brandelligence
  - CEI Vision Partners, LLC
  - Clarkson Eyecare (Eyecare Partners)
  - Charitable Foundation, Fifth Third Bank
  - First National Bank
  - GE Aviation
  - HORAN
  - Lions Club of Oxford
  - Marsh & McLennan Agency
  - Messer Construction Co.
  - MidWest Eye Center
  - Hochwall Naumann Fund
  - Paycom
  - The Procter and Gamble Company
  - Radio Reading Services Endowment
  - Shurtleff Technologies, Inc.
  - The J. Frederick and Helen B. Vogel Trust
  - Vorys, Sater, Seymour and Pease LLP
  - West Side Brewing
  - Zeta Sigma Chapter of the Delta Gamma Fraternity at NKU

- **$500+**
  - AHEPA Philanthropic Charitable Fund
  - AmazonSmile Foundation
  - The Louise Taft Semple Foundation
  - Mary Hromish
  - The Wohlgemuth Herschede Charitable Foundation
  - The H.B., E.W. and F.R. Luther Charitable Foundation
  - The Erma A. Bantz Foundation
  - The Thomas J. Emery Memorial

- **$100+**
  - Anonymous

- **$50+**
  - Anonymous

- **$25+**
  - Anonymous

- **$10+**
  - Anonymous

- **$5+**
  - Anonymous

- **$1+**
  - Anonymous
In Honor Of

In honor of Ben Adams
Charles and Peggy Berling

In honor of Mark R. Beckman
Steve Beckman

In honor of Rosemary Bloom
Cecelia and Sterling Euster

In honor of Brendan Blank
Pat Lienhart

In honor of Elizabeth R. Boggs
Robert and Barbara Osher Family Foundation of The Greater Cincinnati Foundation

In honor of Bryan Buhrlage
Mary Louise Davis

In honor of Nancy Bunn
Carol N. Aquino

In honor of CABVI Staff
Matt and Sharon Berlage

In honor of Citi Bank
Robert J. Markus

In honor of LuClark
Barbara A. Smith

In honor of Wanda Clayburn
Linda Decker

In honor of COVID-19 Front Line Workers
Anne and Dean Hissett

In honor of Mark DeWitt
Mr. Anthony Tollerive

In honor of Terry and Joyce Donnellon
Molly Simpson

In honor of First Responders
Pam and Dave Becker

In honor of Dominic W. Francis
Laura and Gary Francis

In honor of Andrew Gillespie
Overberg Construction

In honor of Bonnie Gorman
Chicksaw Foundation

In honor of CR and Kathy Hartman
Veva Vesper

In honor of Joan Hegge
Mr. Steve Hegge

In honor of Mark Hoffman
Marilyn Hoffman

In honor of Jennifer M. Holladay
Dale and Joan Holladay

In honor of Karen Huebschman
Jennifer M. Holladay

In honor of Isis Jelks
Theodore W. Kalsbeek

In honor of Paul and Paula Jordan
Barbara Scheibling

In honor of Ruth Jurus
Kathryn Brown

In honor of Philip R. Jutte
Robert and Barbara Osher Family Foundation of The Greater Cincinnati Foundation

In honor of Makenna Kash
The Thorn Family Fund of The Dayton Foundation

In honor of Theresa Kemper
Diane St Arnold; Stephanie Wright

In honor of Sue Lenox
Shirley A. Bidde

In honor of The Lewis Family
Ann Nickolas

In honor of Michael Lichstein
Anonymous; Elizabeth Gamble

In honor of Robert McMakin
Clyde and Mary Taylor

In honor of Kimberly Menker
Barbara A. Smith

In honor of Lamor Mills
Theodore W. Kalsbeek

In honor of John H. Mitchell
Steve Eder; Michael and Linda Myers

In honor of Mary Newcomer
Betsy Meadows

In honor of Janet M. Papin
Lesly Bush

In honor of Mary L. Rust
Mr. Thomas E. Brinkman Sr.

In honor of James Scholles
Robert and Barbara Osher Family Foundation of The Greater Cincinnati Foundation

In honor of Art Stagnare
Mrs. Maridot Long

In honor of Claudette Taylor
Clyde and Mary Taylor

In honor of Clyde H. Taylor
Claudette and Tom Taylor

In honor of Bob Tenbrink
Deborah Flaim

In honor of Tim Harrod Electric
Kurt Hoskins

In honor of Thomas VanBrunt
Walt Rodgers

In honor of Jackson Vanzant
Mario and Gina Onorini

In honor of Jan Wiesner
Carol N. Aquino

In Memory Of

In memory of Mary Abner
Pamela Robinson

In memory of Janet Ahern
Joseph Ahern

In memory of Bernice Apple
Donna L. Dimlan

In memory of Denzil Baker
John S. Keller; Danny R. Messal; Joan and Paul Reuter; Amy Stimson; Wendell B. Taylor

In memory of Stella Balzer
Elizabeth A. Lilley

In memory of Constance B. Barrett
Ms. Carole Campolongo; Joan D. Crawford

In memory of Phyllis Bayer
Jeffrey Barnes; Amy Boynton; Tracey Davis; First United Church of Christ - Ladies Guild; Tricia M. McManiman; Roberta Mouy

In memory of Shirley M. Beahr
Lori Beahr; William J. Beahr; Joan White

In memory of Mark R. Beckman
Allan and Vicki Calonge & Family; Anne B. Gohmann; Lois A. Graftwhold; Susan Graftwhold; Mark McLaughlin; Katherine E. Meyer; Mrs. Catherine F. Wagner; Ward Wenstrup

In memory of Beverly Bernard
Amy McCafferty

In memory of Mark R. Beckman
Allan and Vicki Calonge & Family; Anne B. Gohmann; Lois A. Graftwhold; Susan Graftwhold; Mark McLaughlin; Katherine E. Meyer; Mrs. Catherine F. Wagner; Ward Wenstrup

In memory of Renee and Brady Louis
Renee and Brady Louis

In memory of Thomas H. Dressell
Amy Dakoske; Erin Derose; Steven C. Dressell; Betty J. Nocero; Celeste G. Riehle; Tim Vogel

In memory of Anna Edwards
Dennis and Portia Edwards

In memory of Thomas H. Dressell
Amy Dakoske; Erin Derose; Steven C. Dressell; Betty J. Nocero; Celeste G. Riehle; Tim Vogel

In memory of Anna Edwards
Dennis and Portia Edwards

In memory of Albert H. Edall

In memory of Thomas H. Dressell
Amy Dakoske; Erin Derose; Steven C. Dressell; Betty J. Nocero; Celeste G. Riehle; Tim Vogel

In memory of Anna Edwards
Dennis and Portia Edwards

In memory of Thomas H. Dressell
Amy Dakoske; Erin Derose; Steven C. Dressell; Betty J. Nocero; Celeste G. Riehle; Tim Vogel

In memory of Anna Edwards
Dennis and Portia Edwards

In memory of Albert H. Edall

In memory of Farris Rashid
Norma Rashid and Family

In memory of Ramona Rashid
Norma Rashid and Family

In memory of Eugene Reher
Tim and Sandy Reher

In memory of Betty Risch
Pam Savas

In memory of Katherine S. Roberts
Katja and David Lundgren

In memory of J. E. Ros
Mr. and Mrs. John P. Ros

In memory of Gerhard Ruebuche
Anonymous

In memory of William F. Rust
Christine and Thomas Hysty

In memory of Betty Ruwe
Grace Pickens

In memory of Ruth Ruwe
St. Ignatius Senior Citizens

In memory of Barbara Sauer
James Sauer

In memory of Robert G. Schleifer
Christopher G. Schleifer

Larry Klug, Access Technology Specialist with his original telescope from CABVI

In memory of Robert Schlemmer
Dan Hayes

In memory of Marilyn Schroer
Paula Schroer

In memory of Leo Schulkers
Barbara Brossart; Jamie Buemi; Patricia Buemi and Holly Baumsith; Rasty A. Cromer; Laura Friedler; Lynn Griffiths; Norma and Terry Hafer; Karen and Jeffrey Herbelet; Libby and Doug Kinney; Jamie Linkugel; Betsy Miglio; Greg and Pat Schwengmann; Mr. John P. Tafaro; Theresa Thompson; Larry and Jill Twehues

In memory of Barbara Sedwick
Dr. and Mrs. Paul Bloustein (Eileen)

In memory of Mary L. Sheahan
The O’Connor Family

In memory of Julius P. Sicker
Julianne S. Goldman; Betty Heidman; David Sicker; Traditions at Camargo

In memory of Thomas A. Siegel
Brian and Sandra Norton

In memory of Paul L. Silverglade
Kenneth F. Scheffel

In memory of Millie Steinmann
Linda C. Huesman

In memory of John Wenstrup
Lynn Matson

In memory of Marg Wenstrup
Kris Hites

In memory of Shirley Wilging
Amy and Dennis Morand

In memory of Elaine Wuebhold
Elisa Williams

In memory of Helen Zimmerman
Cheri Anne Hunter

In memory of Andris Zingis
Emmanuel Wilson

In memory of Walton Wuebhold
Elisa Williams

In memory of Robert C. Thullen
Linda C. Huesman

Gifts-in-Kind

Organizations
Anonymous
The 19th Hole Golf Shop

45/46 Fine Men’s Apparel
The ABC Hotel Cincinnati at The Banks
Aleta Knapp Alchemy
Ambiance Nail Salon & Spa
American Sign Museum
Beck Paint & Hardware
Bee Haven
Benken Florist Home and Garden Center
Body Alive
Bonobos
Borrowed Time Events
Bourbon House Pizza
Casa Figueroas
Cassady Schiller CPAs & Advisors
CEI Sports
Celebrus Den
Chipotle Mexican Grill
Cincinnati Art Museum
Cincinnati Museum Center
Cincinnati Observatory
Cincinnati Premier Training
Colonel De Gourmet
Herbs & Spices
Crafter’s Hide-Out
Dead Low Brewing
Dean R Bucovin Jewelers
Dewey’s Pizza
Dime & Zee Studios
Donna Salyers Fabulous-Furs
Dwellings on Madison
Essendant
Fabulous Frames & Art FC Cincinnati
For Goodness Sakes and Juicery
Frey Gaede & Company
Frisch’s Restaurants, Inc.
Gameworks Newport
Gervasi Vineyard
Greendale Cinema
Helen Adams Photography
HighGrain Brewery & Kitchen
Holthausen NewPort
Honory Yoga Harper’s Point iFerb
J. Busse Woodworking
Jenny’s Homemade Cookies
K. Dalton Photography
Karma El Khalil Jewelry
Karrkin Sports Company
Kendra Scott Jewelry
Kentucky Peerless Distilling Co.
Kings Island Care
Kiss Cake Bakery
Kremer’s Bier Haus
La Petite Salon & Spa
Listemann Brewing Company
Little Flower Candle Company
Main Event
Mansion Hill Studio
Marik’s Classic Limoine Service
Moonrise Doughnuts
MVP Sports Bar and Grill
New Riff Distilling
Nine Giant
Olika Design
Perfect North Slopes
Plug’s Sweet Tooth
Pottinger Photography
Rheingeist
Richter & Phillips Jewelers
Robert James Distillery
Rockquest Climbing Center
Shake It! Records
Shiseido Americas Corporation
Sonesta ES Suites
Spice and Sugar Shack
Taft’s Brewing Co.
The Loaded Gyro
The Woodhouse Day Spa - Cincinnati
The Woodhouse Day Spa - NYC
Two Blind Brothers
Vera Cruz Mexican Grill
Victor Corporation
Vintage Rooster
Warby Parker
Western & Southern Financial Group
Xavier University
Department of Athletics

Individuuals
Ms. Rebecca M. Algenio
Bearded Artist
Joyce Berggner
Homer Biedenbach
Kathleen M. Boerner
Patti Weller Bresler
Lisa Clessiwicz
Cindy Conley
Mort Danesh
Mary Ann Donelan
Elaine Drakos
Bernie Dresel
Maureen and Richard Firestone
Judie A. Geise
Mischele Haggard
Geoffrey Hamilton
Jason Herbers
Patty Hessling
John Hitchens
Derrill Hoag
Susan B. Johnson
Barbara Jones
Doug Jones
Tracy Kiradjieff
Paul Kroner Art + Design
Richard Kuchna
Marvin Kuhn

Christine Lammers
Tom and Cindy Lillie
Shirley Lovins
Debbie Marchi
Mary Colleen McLaughlin
David Melesky
Matt Milne
Kimberly Raub
Jackie Moreland
Joseph Neary
Kevin O’Bryan
Connie Oliver
Marlene Rounds
Philip Ryan
Christie and James Savage
Thomas R. Schiff
William and Mary Schubert
Eleanor Schuetz
Debi Schuh
Paul Seiden
Bernice C. Snider
Barbara Talbot
Connie Thompson
Michael Tierney

Doug Jones
Michele Haggard
Ken Jackson
J. Busse Woodworking
Jenny’s Homemade Cookies
K. Dalton Photography
Karma El Khalil Jewelry
Karrkin Sports Company
Kendra Scott Jewelry
Kentucky Peerless Distilling Co.
Kings Island Care
Kiss Cake Bakery
Kremer’s Bier Haus
La Petite Salon & Spa
Listemann Brewing Company
Little Flower Candle Company
Main Event
Mansion Hill Studio
Marik’s Classic Limoine Service
Moonrise Doughnuts
MVP Sports Bar and Grill
New Riff Distilling
Nine Giant
Olika Design
Perfect North Slopes
Plug’s Sweet Tooth
Pottinger Photography
Rheingeist
Richter & Phillips Jewelers
Robert James Distillery
Rockquest Climbing Center
Shake It! Records
Shiseido Americas Corporation
Sonesta ES Suites
Spice and Sugar Shack
Taft’s Brewing Co.
The Loaded Gyro
The Woodhouse Day Spa - Cincinnati
The Woodhouse Day Spa - NYC
Two Blind Brothers
Vera Cruz Mexican Grill
Victor Corporation
Vintage Rooster
Warby Parker
Western & Southern Financial Group
Xavier University
Department of Athletics

In memory of Robert C. Thullen
Linda C. Huesman

In memory of Jean Tierney
Michael Tierney

In memory of Mariana Tolos
John W. Tolos

In memory of Alice Tribble
Cheri H. Tribble

In memory of Cheri Tribble
Cheri H. Tribble

In memory of Jamie Urton
Terri Urton; Lori Walker

In memory of Norma J. VanMeter
Cincinnati Children’s Peiatric Dentistry

In memory of Jean Verburg
Janet and Chuck Jones; Doris and Fred Pytt

In memory of George Watson
Phillip Lakes

In memory of Jerry A. Weiner
Lynn Matson

In memory of John Wenstrup
Ward Wenstrup

In memory of Marg Wenstrup
Ward Wenstrup

In memory of Shirley Wilging
Amy and Dennis Morand

In memory of Elaine Wuebhold
Elisa Williams

In memory of Helen Zimmerman
Cheri Anne Hunter

In memory of Andris Zingis
Emmanuel Wilson

In memory of Walton Wuebhold
Elisa Williams

Greendale Cinema
Helen Adams Photography
HighGrain Brewery & Kitchen
Holthausen NewPort
Honory Yoga Harper’s Point iFerb
J. Busse Woodworking
Jenny’s Homemade Cookies
K. Dalton Photography
Karma El Khalil Jewelry
Karrkin Sports Company
Kendra Scott Jewelry
Kentucky Peerless Distilling Co.
Kings Island Care
Kiss Cake Bakery
Kremer’s Bier Haus
La Petite Salon & Spa
Listemann Brewing Company
Little Flower Candle Company
Main Event
Mansion Hill Studio
Marik’s Classic Limoine Service
Moonrise Doughnuts
MVP Sports Bar and Grill
New Riff Distilling
Nine Giant
Olika Design
Perfect North Slopes
Plug’s Sweet Tooth
Pottinger Photography
Rheingeist
Richter & Phillips Jewelers
Robert James Distillery
Rockquest Climbing Center
Shake It! Records
Shiseido Americas Corporation
Sonesta ES Suites
Spice and Sugar Shack
Taft’s Brewing Co.
The Loaded Gyro
The Woodhouse Day Spa - Cincinnati
The Woodhouse Day Spa - NYC
Two Blind Brothers
Vera Cruz Mexican Grill
Victor Corporation
Vintage Rooster
Warby Parker
Western & Southern Financial Group
Xavier University
Department of Athletics

In memory of Robert Schlemmer
Dan Hayes

In memory of Marilyn Schroer
Paula Schroer

In memory of Leo Schulkers
Barbara Brossart; Jamie Buemi; Patricia Buemi and Holly Baumsith; Rasty A. Cromer; Laura Friedler; Lynn Griffiths; Norma and Terry Hafer; Karen and Jeffrey Herbelet; Libby and Doug Kinney; Jamie Linkugel; Betsy Miglio; Greg and Pat Schwengmann; Mr. John P. Tafaro; Theresa Thompson; Larry and Jill Twehues

In memory of Barbara Sedwick
Dr. and Mrs. Paul Bloustein (Eileen)

In memory of Mary L. Sheahan
The O’Connor Family

In memory of Julius P. Sicker
Julianne S. Goldman; Betty Heidman; David Sicker; Traditions at Camargo

In memory of Thomas A. Siegel
Brian and Sandra Norton

In memory of Paul L. Silverglade
Kenneth F. Scheffel

In memory of Millie Steinmann
Linda C. Huesman

In memory of Russell Sover
Anonymous

In memory of James Straus
Jon Hofheiner

In memory of Nicholas M. Straus
Linda Koretz

In memory of Barbara Sturdivant
Allison Dell; Connie L. Geotz;
Cheryl and Frank Kramerer;
Management FC; Ruth Schadler; Jeff Wagner; Nick Wagner; Donna Walz;
Rose White; Gail Williams

In memory of A. Richard Thomas
Miki and Walter Frank Family
Charitable Fund of the Greater Cincinnati Foundation; Kenneth Winter

In memory of Robert Schlemmer
Dan Hayes

In memory of Marilyn Schroer
Paula Schroer

In memory of Leo Schulkers
Barbara Brossart; Jamie Buemi; Patricia Buemi and Holly Baumsith; Rasty A. Cromer; Laura Friedler; Lynn Griffiths; Norma and Terry Hafer; Karen and Jeffrey Herbelet; Libby and Doug Kinney; Jamie Linkugel; Betsy Miglio; Greg and Pat Schwengmann; Mr. John P. Tafaro; Theresa Thompson; Larry and Jill Twehues

In memory of Barbara Sedwick
Dr. and Mrs. Paul Bloustein (Eileen)

In memory of Mary L. Sheahan
The O’Connor Family

In memory of Julius P. Sicker
Julianne S. Goldman; Betty Heidman; David Sicker; Traditions at Camargo

In memory of Thomas A. Siegel
Brian and Sandra Norton

In memory of Paul L. Silverglade
Kenneth F. Scheffel

In memory of Millie Steinmann
Linda C. Huesman

In memory of Russell Sover
Anonymous

In memory of James Straus
Jon Hofheiner

In memory of Nicholas M. Straus
Linda Koretz

In memory of Barbara Sturdivant
Allison Dell; Connie L. Goetz;
Cheryl and Frank Kramerer;
Management FC; Ruth Schadler; Jeff Wagner; Nick Wagner; Donna Walz;
Rose White; Gail Williams

In memory of A. Richard Thomas
Miki and Walter Frank Family
Charitable Fund of the Greater Cincinnati Foundation; Kenneth Winter
CABVI’s Visionary Society

CABVI established the Visionary Society to recognize planned gifts, which includes bequests in a will, charitable trusts, charitable gift annuities, gifts or bequests of life insurance, or retirement plan assets.

Anonymous
Mr. and Mrs. Carl Augusto
Hank and Pam Baud*
Bruce J. Berno
Rosemary H. and Frank Bloom*
Daniel and Eva Braun
Harry Dornbeggen and Ora Forusza
Drs. Paul A. and Martha R. Feller
Irene J. Friedman
Rodlyn Friedman
Mr. and Mrs. Henry C. Gessing*
Barb and Lee Hite
Mr. and Mrs. William B. Johnson*
Olga D. Kanuschak
Barbara Kellar
Jerry E. Klein
Marcia A. Krendl*
Jan E. Larkins
Patricia D. Laub*
Joyce Lell
Karja and David Lundgren
Dorothy N. Madrigal
Jane McGrath*
Mr. and Mrs. John H. Mitchell, Ill
David G. Perry
Mr. and Mrs. Jerry C. Reichert*
Mrs. Alice K. Roberts
Mr. Jim Roetenberger*
Mary L. Rust
Mrs. Thelma Schwer*
A. R. Thomas
Ms. Lynda Thomas
Thomas P. Tierney
Regina Tippens
John W. Tolos
Mr. and Mrs. Richard K. Tuten*
Mr. and Mrs. Ralph Waldvogel*
Mark A. Watkins
Mrs. Harold J. Woehrmyer*

*Founding members

Bequests

Carrie and Herbert Haas Fund of the Greater Cincinnati Foundation
Cora B. Schreiber
Rose Drucker
The Estate of Ann M. Haidet
Harvey Hubbell Trust
Mary Judith Kuebler Trust
Lillian Sullivan Trust
Lola Louise Bonnell
Louise Dieterle Nippert Trust
Ruth F. Niehe Trust
Estate of Patricia R. Schier
Stanley and Agnes McKie Trust
Thelma M. Schwer Trust

Suggested wording to remember CABVI in your will or estate plan:

“I give to the Cincinnati Association for the Blind & Visually Impaired the sum of ____ dollars ($________). This bequest is unrestricted and the Board of Trustees or other governing body may use and expend the same for the benefit of the Cincinnati Association for the Blind & Visually Impaired in any manner it deems appropriate.”

Sophia Averion takes a photo of the cake mix box and enlarges it on her iPad to make it easier to read the recipe.
Board of Trustees

Glen G. Vogel  
Interim Board Chair  
PriceWaterhouseCoopers LLP, Retired

Mary L. Rust  
Immediate Past Chair  
Taft, Stettinius & Hollister

Kim Ravenhall  
Vice Chair/Treasurer  
GE Aviation

Kelly Schlaufman  
Vice Chair/Secretary  
Proctor & Gamble Company

Brenda D. Gumbs  
Vice Chair  
Perfetti Van Melle USA, Inc., Retired

John P. Burns  
Encore Technologies, Inc.

Timothy G. Powell  
Horan Securities Inc.

Roger G. Caldwell  
Fidelity Investments, Retired

Norma Rashid  
University of Cincinnati

Robin Chadwick  
Hand In Hand Realty

Benjamin M. Rosensweet  
Byline Bank

Henry L. Daniels  
GE Aviation

Stephanie A. Smith  
Fifth Third Bank

Angelene Jamison-Hall, Ph.D.  
University of Cincinnati, Retired

Tim Smith  
Tim Smith Design

Deborah Kendrick  
Freelance Journalist

Simón Sotelo  
PNC Bank

Patricia D. Laub  
Frost Brown Todd LLC

Hale W. Thurston, Ph.D.  
U.S. Environmental Protection Agency

Michael Lichstein, Ph.D.  
Clinical Psychologist

John W. Tohos  
Lions Club, Civic Leader

Luke B. Lindsell, M.D.  
Cincinnati Eye Institute

D. Mark Meyers, Ph.D.  
Xavier University

Anne Pezel  
Global Logistics Expert

James G. Powell  
United States Air Force, Retired

Leadership Team

Dennis W. Dern  
Interim President/CEO  
(as of 12/31/20)

Aaron A. Bley  
Vice President of Community Relations and Chief Development Officer

Maurice Huey  
Vice President of Vision Services  
(as of 4/16/21)

Teri J. Shirk  
President/CEO  
(as of 3/15/21)

Rachel Doellman  
Vice President of Social Enterprise Strategy & Operations  
(as of 4/7/21)

Jennifer DuBois  
Vice President of Administration and Chief Financial Officer

Committee Members

Bruce J. Berno  
Berno Financial Management, Inc.

Matt Fitzpatrick  
National Lifegate Parts, Inc.

George T. Moore, Ph.D.  
US Environmental Protection Agency, Retired

Rosemary H. Bloom  
Civic Leader

Andrew T. Fogarty  
Ohio Casualty Insurance Co., Retired

Gerald W. Mundy, Ed.D.  
National Accreditation Council, Retired

Richard J. Delewski  
Council on Aging, Retired

Gail F. Forberg  
Civic Leader

Ronald J. Ott  
Cincinnati Bell, Retired

J. Harry Dornheggen  
Silby Chine Realty

Susan S. Friedlander  
Civic Leader

John P. Roos  
Ohio Bureau of Workers’ Compensation, Retired

Michael D. Eagen  
Dissmore & Stohl LLP

Jerry E. Klein, CLU, ChFC  
Northwestern Mutual Life Insurance Co., Retired

Christopher L. Leonard  
Proctor & Gamble

Paul A. Feller, Ph.D. FAAPM, FACP  
The Jewish Hospital, Retired

Gail A. Moore  
Proctor & Gamble, Retired

Leadership Team

Rosemary H. Bloom  
Interim President/CEO  
(as of 12/31/20)

Dennis W. Dern  
Interim President/CEO  
(as of 12/31/20)

Teri J. Shirk  
President/CEO  
(as of 3/15/21)

Jennifer DuBois  
Vice President of Administration and Chief Financial Officer